



(UNDER BUSINESS RESCUE)  
31 Spanner Road  
Clayville  
Olifantsfontein  
1666

12 February 2026

**COMMITTEE OF EMPLOYEES**

**SAEWA**

**Attention:** Simon Macheke

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**AFADWU**

**Attention:** Isaac Ngubeni

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**FAWU**

**Attention:** Richard Aphane

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**SACTWU**

**Attention:** Tshepo Makhene

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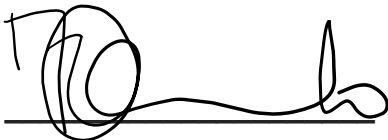
**DAYBREAK FOODS // RETRENCHMENT PROCESS**

1. We refer to the above matter and the letter addressed to the BRP on 11 February 2026.
2. The BRP and his team takes no issue with issuing the termination notices to the employees who will be affected by the retrenchments at the non-operational divisions of the Company.
3. That being said, the issue of bumping must be considered. The Company is of the view that the bumping will be difficult to apply in the circumstances because of the

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Geographical distances between the non-operational and operational divisions. In addition, the skills required between the different divisions differ significantly.

4. If the Unions and Employees Committee is of the opinion that bumping is not practical in the circumstances, then the Company may proceed with the termination notices.
5. If the Unions and Employees Committee insist on bumping, we will refrain from issuing termination notices until such time as the bumping exercise has been concluded.
6. We trust that you find the above in order and await your urgent response.



Tebogo Maoto  
Senior Business Rescue Practitioner